



Iontasbhas Scoileanna Éamainn Rís
Edmund Rice Schools Trust

St Vincent's Secondary School

Glasnevin

Dublin 11



Bí Cineálta Policy 2025/26

School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

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The Board of Management of St Vincents Secondary school has adopted the following policy to prevent and address bullying behaviour.

This policy fully complies with the requirements of *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools 2024*.

The board of management acknowledges that bullying behaviour interferes with the rights of the child as set out in the United Nations Convention on the Rights of the Child. We all, as a school community, have a responsibility to work together to prevent and address bullying behaviour and to deal with the negative impact of bullying behaviour.

We are committed to ensuring that all students who attend our school are kept safe from harm and that the wellbeing of our students is at the forefront of everything that we do. We recognise the negative impact that bullying behaviour can have on the lives of our students and we are fully committed to preventing and addressing bullying behaviour.

We confirm that we will, in accordance with our obligations under equality legislation, take all such steps that are reasonably practicable to prevent the harassment of students or staff on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Definition of bullying

Bullying is defined in *Cineáltas: Action Plan on Bullying* and *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools* as targeted behaviour, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature. Bullying behaviour is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society.

Section A: Development/review of our Bí Cineálta policy to prevent and address bullying behaviour

All members of our school community were provided with the opportunity to input into the development/review of this policy.

	Date consulted	Method of consultation
School Staff	20 th March 2025	Bi Cinealta training day for all school staff
Students	11 th Feb 2025 1 st April 2025	2 focus groups of Junior and Senior Students
Parents	March 2025	Parents council meeting Draft shared with Parents
Board of Management	Feb 24th2025	Process outlined to Board
Wider school community as appropriate.		Shared by email with local shop owner and also shared with Glasnevin Trust.
Date policy was approved:		
Date policy was last reviewed: December 2024		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by the school. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate :

St Vincents is fully committed to the following key principles of best practice in preventing and tackling bullying behaviour

- Promoting a positive school culture and climate which
 - is welcoming of difference and diversity and is based on inclusivity
 - encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment
 - promotes respectful relationships across the school community
- effective leadership
- a school-wide approach
- a shared understanding of what bullying is and its impact
- effective supervision and monitoring of pupils
- supports for staff
- consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies)
- implementation of education and prevention strategies (including awareness raising

measures) that - build empathy, respect and resilience in pupils and

- explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.

- Through the updated SPHE specifications, help students to feel empowered to create, nurture and maintain respectful and healthy relationships with themselves and others.
- Foster an understanding of diversity in order to reduce gender and identity-based bullying.
- Proactively address the challenges of technology and social media by promoting digital literacy, digital citizenship, and fostering safe online environments.
- Encouraging peer support through mentoring programmes.
- Involvement of students in decision making process through development of student Council, the Mentor System and other position of leadership e.g school band, sports teams etc.
- Prominent presence of material throughout the school highlighting the importance of fostering a warm, inclusive and bullying-free school environment.
- Strong partnership with parents and the local community.
- On-going evaluation of the effectiveness of the anti-bullying policy

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour:

- Appropriate supervision is an important measure to help prevent and address bullying behaviour. The Board of Management confirms that appropriate supervision and monitoring policies and practices are in place to prevent and deal with bullying behaviour and to facilitate early intervention where possible.
- We offer a mix of organized activities during break times and we will continue to do this with a view to accommodating a range of preferences.
- We have created safe physical spaces which supports psychological safety and is an important measure to prevent bullying behaviour.

Section C: Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is as follows:

Anti-Bullying Coordinator – Patricia Brown

When bullying behaviour occurs, the school will:

- > ensure that the student experiencing bullying behaviour is heard and reassured
- > seek to ensure the privacy of those involved
- > conduct all conversations with sensitivity
- > consider the age and ability of those involved
- > listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- > take action in a timely manner
- > inform parents of those involved

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows :

All members of the school community have an obligation to report incidents of bullying.

Incidents of bullying behaviour, which are drawn to the attention of a teacher, will be dealt with by the relevant member of staff.

Non-teaching staff e.g. secretaries, caretakers and cleaners are encouraged to report any incident of bullying behaviour witnessed by them, to the appropriate member of staff.

The schools 'procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows:

- The primary aim for the Anti-Bullying Coordinator in investigating and dealing with bullying is to resolve any issues and to restore, as far as is practicable, the relationships of the parties involved.
- In investigating and dealing with bullying, the Coordinator will exercise his/her professional judgement to determine whether bullying has occurred and how best the situation might be resolved.
- All reports will be investigated by the Coordinator.
- Parents and students are required to co-operate with any investigation.
- The Anti-Bullying Coordinator and any teacher involved will take a calm, unemotional problem-solving approach when dealing with incident of alleged bullying behaviour.

The following principles must be adhered to when addressing bullying behaviour:

- Ensure that the student experiencing bullying behaviour feels listened to and reassured.
- Seek to ensure the privacy of those involved
- Conduct all conversations with sensitivity
- Consider the age and ability of those involved
- Listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- Take action in a timely manner
- Inform parents of those involved

The Coordinator must engage with the students and parents involved no more than 20 school days after the initial discussion to review progress following the initial intervention. Ongoing supervision and support may be required for both the student who has experienced the bullying behaviour as well as the student who has displayed the behaviour. If the bullying behaviour does not cease the Coordinator will review the strategies used in consultation with the students and parents and agree to meet again over an agreed timeframe

The school will use the following approaches to support those who experience, witness and display bullying behaviour:

- A programme of support for pupils who have been affected by bullying is in place. Such students may need counselling and/or opportunities to participate in activities designed to raise their self-esteem, to develop their friendship and social skills and thereby build resilience whenever this is needed.
- A programme of support for those pupils involved in bullying behaviour is also part of the school's intervention process. Pupils involved in bullying behaviour may need assistance on an ongoing basis. For those with low self-esteem, opportunities are developed to increase feelings of self-worth. The learning strategies within the school also allow for the enhancement of the pupil's self-worth. Pupils who engage in bullying behaviour may need counselling to help them learn other ways of meeting their needs without violating the rights of others.
- Pupils who observe incidents of bullying behaviour are encouraged to discuss them with relevant adults and will be supported when required.
- We support our students through working with the Anti-Bullying Coordinator, the Form Tutor and the Year Head. Our Guidance Counsellor, Home School Liaison Officer, our Behaviour for Learning teacher and our School Completion Worker all provide support where required.
- The students involved will be noted and monitored by the Care Team.
- When required, those affected by bullying behaviour may be referred to relevant external agencies for counselling or other supports/interventions.

All bullying behaviour will be recorded. This will include the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. If the bullying behaviour is a child protection concern the matter will be addressed without delay in accordance with *Child Protection Procedures for Primary and Post-Primary Schools*.

Section D: Oversight

The principal will present an update on bullying behaviour at each board of management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year. Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update does not contain personal or identifying information.

This policy is available to our school community on the school's website and in hard copy on request. A student friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request.

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers.

Signed: Cavan O'Hare
(Chairperson of board of management)

Date: May 28th 2025

Signed: Mairea O'Hare
(Principal)

Date: May 28th 2025